

2008

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[illegible]	[illegible]

76	[illegible]	15
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82	[illegible]	20
83	"Stepwise Multiple [illegible] Regression" [illegible]	21
84	[illegible] (Analysis of Variance) [illegible]	22
85	[illegible]	23
86	"Stepwise Multiple [illegible] Regression" [illegible]	24

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2008

Abstract

The Impact of Administrative Empowerment in Crystallizing the Innovation Behaviour of the Employees of the Ministry of High Education at the Kingdom of Saudi Arabia

Ghunaim Awwad Alharbi

Mu'tah University, 2008

This study aimed at knowing the impact of administrative empowerment in crystallizing the innovation behaviour of the employees of the ministry of high education at the Kingdom of Saudi Arabia. The sample of the study consisted of (272) employees, and the proper statistic methods were used to answer the study questions and test its hypotheses.

The study came out with the following results:

1. The level of administrative empowerment of the employees of the Ministry of High Education in the Kingdom of Saudi Arabia was moderate.
2. The Level of the innovation behaviour of the employees of the Ministry of High Education in the Kingdom of Saudi Arabia was high.
3. There was a statistically significant impact of administrative empowerment (competence empowerment, training and qualifying employees, intensives and encouragement, freedom to choose) on the innovation behaviour for the employees of the Ministry of High Education the Kingdom of Saudi Arabia.

The study ended up with some recommendations including the followings:

1. Concentrating on employees empowerment through adopting a system for choosing, and appointment should be based on effceincy and worthiness bases, in addition to other proposed mechanisms.
2. Enhancing the innovation behaviour for the employees through encouraging them to commit to give new ideas, and other proposed mechanisms.

1.1

(Hertzberg)

(Tannebaum)

(Beckhard)

.(Honold, 1997)

.(Littrell, 2003)

(Goestch

.& Davis, 2006)

.(2003

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2. [illegible]

[illegible]

5.1 [illegible]

[illegible]

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3. [illegible]
4. [illegible]

6.1 [illegible]

[illegible]

[illegible] $(0.05 \geq \alpha)$ [illegible]

[illegible] $(0.05 \geq \alpha)$ [illegible]

[illegible]
[illegible]

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[illegible]
[illegible] $(0.05 \geq \alpha)$
[illegible]
[illegible]

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[illegible]
[illegible] $(0.05 \geq \alpha)$
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[illegible]:

[illegible]
[illegible] $(0.05 \geq \alpha)$
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[illegible]:

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[illegible] $(0.05 \geq \alpha)$
[illegible]
[illegible]

[illegible]:

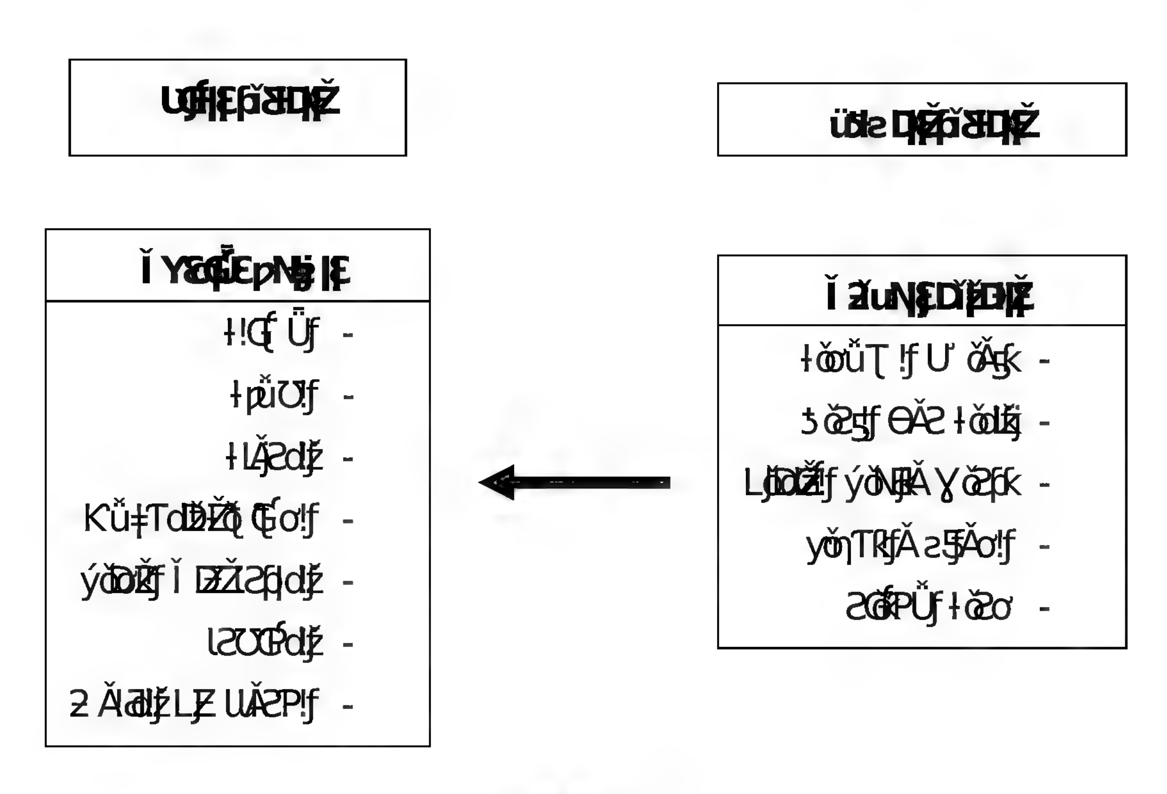
[illegible]
[illegible] $(0.05 \geq \alpha)$

[illegible]

(0.05≥α) [illegible]

1. [illegible]

[illegible] (1) [illegible]



(1) [illegible]

1.2

(Empowerment) 1.2

(Potterfield, 1999: 2)

(Littrell, 2003: 2)

(Ettorre, 1997:4)

(10 :2003)

(Blanchard, 1997: 18)

(Fox, 1998)

(Conger and Kanungo, 1988)

(28 :2005

-1

-2

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-6 (28 :2005

(26 :2006

[illegible] .(22 :2006 [illegible]

[illegible]

[illegible] .(40 :2004 [illegible]

[illegible] .(45 :2007 [illegible]

[illegible] (2005 [illegible]

1 [illegible]

2 [illegible]

3 [illegible]

[illegible] (Lee and Koh, 2001) [illegible]

[illegible] .(45 :2004 [illegible]

[illegible] (1 :2006 [illegible]
[illegible]
[illegible]

2.1.2 [illegible]

[illegible] (75 - 74 :2006) Andraoss [illegible]
[illegible]:

1- [illegible]
%40.

2- [illegible] %50 [illegible]
[illegible].

3- [illegible] (10 - 15%).

4- [illegible].

5- [illegible].

6- [illegible].

7- [illegible]
[illegible].

[illegible] (244 :2006 [illegible]
[illegible]:

1- [illegible].

2- [illegible].

3- [illegible]
[illegible].

4- [illegible].

5- [illegible].

6- [illegible].

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(2006

(67 - 66 :2004

(2006

(Schermerhorn; Hunt &

(2007

Obsorn, 2000)

[illegible]
.[illegible]

(Total Quality (TQM) [illegible]
[illegible] (46 :2005 [illegible]) [illegible] Management)
[illegible]
[illegible]
[illegible]
.[illegible]

[illegible] (Stirr) [illegible] (25 - 24 :2006 [illegible]) [illegible]
[illegible]
:EMPOWER [illegible]

1. E- Education [illegible]
.[illegible]

2. M- Motivation [illegible]
[illegible]
.[illegible]

3. P- Purpose [illegible]
[illegible]
.[illegible]

4. O- Ownership [illegible]
[illegible]
[illegible]
.[illegible]

5. W- Willingness to change [illegible]
[illegible]

E- Ego Elimination .6

R- Respect .7

3.1.2

(27 :2006

2007

(57 :2004

(2003

[illegible] (50 :2004 [illegible]) [illegible]

[illegible]

[illegible] (46 :2007 [illegible]) [illegible]

[illegible]

4.1.2 [illegible]:

[illegible] (72 :2006 [illegible])

1 - [illegible]

2 - [illegible]

3 - [illegible]

4 - [illegible]

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6 - [illegible]

7 - [illegible]

5.1.2

(Selton)

(2007

(2006

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(2006

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(2006

(57 :2006

1.2

(49 - 48 :2007

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.3

2006 (27

(82 :2006 (2006

[illegible]

[illegible] 2007 [illegible]

[illegible] (63-61 :2004 [illegible]) [illegible] (Davis) [illegible]:

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]
6. [illegible]

1 [illegible]

2 - [illegible]

3 - [illegible]

4 - [illegible]

5 - [illegible]

6 - [illegible]

8.1.2 [illegible]:

[illegible] (47 :2005 [illegible]) [illegible] (2007 [illegible]) [illegible]

1.2 [illegible]:

[illegible] (53 :2007 [illegible])

10.1.2 [illegible] :[illegible]
(58 :2004

1- [illegible] Self- efficacy
2- [illegible] Motivation
3- [illegible] Self- direction
4- [illegible] Commitment
5- [illegible] Sense of Purpose
6- [illegible] Charisma
7- [illegible] Enthusiasm
8- [illegible] Since of Responsibility

2.2 [illegible]

2.2 [illegible]

[illegible] .(40 :1427 [illegible]

[illegible] (Hokanz) [illegible] :[illegible] 427 [illegible] .(42

[illegible] (Amabile) [illegible] (Shine) [illegible] .(305 :2008 [illegible] .(24 :2006 [illegible]

[illegible] (Starling) [illegible] (18 :2005 [illegible]

[illegible] (Elkzanser & Roshka) [illegible]

[illegible]

[illegible]

[illegible]

.(267 :1994 [illegible]) [illegible]

[illegible] (Torunce) [illegible]

[illegible]

[illegible]

.(42 :1990 [illegible]) [illegible]

[illegible] (269 - 268 :1994 [illegible]) [illegible]

[illegible]

[illegible]

[illegible]

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[illegible]

2.2.2 [illegible]

[illegible] (Kleiner) [illegible] (Jalan) [illegible]

[illegible]

.(26 :2006 [illegible]) [illegible]

[illegible]

[illegible] .(44 :1990 [illegible]

[illegible] .(44 :1993 [illegible]

[illegible] (15 :1422 [illegible]

[illegible] (27 :2006 [illegible] :2003 [illegible] (34 [illegible]

[illegible] (338 :2002 [illegible] (299 :2003 [illegible] (Innovation) [illegible] (Extension) [illegible] (Synthesis) [illegible]

[illegible] (Imitation) [illegible]

[illegible].

[illegible] 3.2.2

[illegible] (20 :2005 [illegible]:

1 [illegible]

[illegible].

2 [illegible]

[illegible].

3 [illegible]

[illegible].

4 [illegible]

[illegible].

[illegible] (42 :2003 [illegible]

[illegible]

[illegible]

[illegible] (301 :1999 [illegible]

[illegible]

[illegible]

[illegible].

[illegible] (304 :2003 [illegible]

[illegible]

[illegible]

[illegible]

[illegible] (371 :2003

[illegible]

(Research and Development R and D)

(13 :2006

(13 :2000

4.2.2

(298 :1999

(45 :2000

(307 - 306 :2008

:(Strategic Thinking)

[illegible]

[illegible] :(Organizational Culture Building) [illegible]

[illegible]

[illegible]

[illegible] (302 :2003 [illegible]) [illegible]

[illegible]

[illegible] (29 - 28 :2006 [illegible]) [illegible]

[illegible]:

1- [illegible]

2- [illegible]

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4- [illegible]

5- [illegible]

6- [illegible]
[illegible]
[illegible]

7- [illegible]
[illegible]

[illegible] (50 - 45 :1990 [illegible]
[illegible]

1- [illegible]

- [illegible]
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[illegible]
[illegible]
[illegible]

2- [illegible]
[illegible]

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- [illegible]
[illegible]

3- [illegible]
[illegible]

[illegible]

[illegible] (59- 58 [illegible] 427 [illegible]

[illegible]

[illegible] 2.2.2

[illegible]

(Tushma & [illegible]

Moor) [illegible] (37 - 36 :2003 [illegible]

1- [illegible]

[illegible]

2- [illegible]

[illegible]

[illegible]

3- [illegible]

[illegible]

[illegible]

[illegible]

[illegible] (347 - 344 :2004 [illegible]) [illegible]

[illegible]:

1- [illegible]

[illegible]

[illegible].

2- [illegible]

[illegible]

[illegible].

3- [illegible].

4- [illegible]

[illegible].

5- [illegible].

6- [illegible].

[illegible]

[illegible] (49- 48 :1427 [illegible])

1- [illegible].

2- [illegible]

[illegible].

3- [illegible].

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6.2.2

(46 : 427

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(King & Anderson, 2003)

(23-22 :2005

(1

[illegible] (2
[illegible]
[illegible] (3
[illegible] (4
[illegible] (5
[illegible] (275-270 :1994 [illegible]
[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

7.2.2 [illegible]

[illegible] (116- 109 :2002 [illegible]) [illegible]

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[illegible]

[illegible].

[illegible] (281 :1994 [illegible]) [illegible]

[illegible]

[illegible].

[illegible] (2000 [illegible]) [illegible] (40-30) [illegible]. [illegible] (303 :1999 [illegible]) [illegible].

[illegible] (Kreitner & Kinick) [illegible] (42 :2005 [illegible]). [illegible] (46 :2003) [illegible].

[illegible] (315 – 314 :2008 [illegible]) [illegible].

2.2 [illegible] (Innovation Process)

[illegible].

[illegible] (Wallas) [illegible]

[illegible]

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[illegible] (Preparation)

[illegible] (Wallas) [illegible]

:[illegible]

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[illegible] (Incubation)

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[illegible] (Persistence)

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.[illegible]

(Illumination) [illegible] 4

[illegible]

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(Verification) [illegible] 5

[illegible]

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[illegible] (Rossman) [illegible]

[illegible] :1994 (276.

1) [illegible]

2) [illegible]

3) [illegible]

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5) [illegible]

6) [illegible]

[illegible] (Kreitner & Kinida) [illegible] :2007 (52- 51 [illegible]

[illegible]

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[illegible] (Robay) [illegible]
.(52-51 :1990 [illegible]

1- [illegible]
[illegible].

2- [illegible]
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[illegible] (Harris) [illegible]:
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.(25 :2006 [illegible]

[illegible] (Stein) [illegible]
[illegible].
[illegible]
[illegible]
.(25 :2005

[illegible]
[illegible]:
(62-61 :[illegible]427 [illegible]

1[illegible]
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[illegible] 3

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(1 [illegible]

(2 [illegible]

(3 [illegible]

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[illegible]

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[illegible]

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5) [illegible]

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[illegible] (203 :1999 [illegible]) [illegible]

1) [illegible]

2) [illegible]

3) [illegible]

4) [illegible]

[illegible] (5

.[illegible]

[illegible] (309-307 :2003 [illegible]

[illegible]

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[illegible] (316-314 :2003 [illegible]

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4. [illegible]

5. [illegible]

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[illegible] .(66-65 :1427 [illegible]

2.2.2 [illegible]

[illegible] (313-310 :2003 [illegible]) [illegible]

1) [illegible]

2) [illegible]

3) [illegible]

4) [illegible]

5) [illegible]

[illegible] 56 :1990 [illegible]:

1- [illegible]

2 - [illegible]

[illegible]

3 - [illegible]

[illegible]

4 - [illegible]

[illegible]

3.2 [illegible]

[illegible]

[illegible]

1.3.2 [illegible]

[illegible] (2004 [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible] (457) [illegible] (132) [illegible]

[illegible] (325) [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

(235)

(2007

(491)

2.3.2

"The Myth of Empowerment: Work Organization, Hierarchy and Employee Autonomy in Contemporary "Australian Workplaces (Harley, 1999)

“Empowerment through (Lashley, 2000)

Involvement: a Case Study of TGI Friday Restaurants”

TGI Friday

(4)

[illegible]

[illegible] (20) [illegible]

[illegible]

[illegible]

Contextual " [illegible] (Siegall & Gardner, 2002) [illegible]

[illegible] Factors of Psychological Empowerment

[illegible]

[illegible] (203)

[illegible]

Employee UK" [illegible] (Jarrar & Zairi, 2002) [illegible]

[illegible] Survey of trends and best Practices Empowerment-a

[illegible] (75)

[illegible]

[illegible]

Democratic Leadership " [illegible] (McArthur, 2002) [illegible]

[illegible] " **and Faculty Empowerment at the Community** [illegible]

[illegible]

[illegible] (Melhem, 2003) [illegible] "**Employee-Customer Relationships: An Investigation into The Impact of Customer-Contact and Employees' Capabilities on Customer Satisfaction in Jordan Banking Sector**." [illegible]

[illegible] 750 [illegible]

[illegible] (Seibert, 2004) [illegible]: "**Taking Empowerment to the next level: A Multiple-level Model of Empowerment, Performance and Satisfaction**" [illegible]

[illegible] (375) [illegible]

[illegible] (Ahearne; Mathieu & Rapp, 2005) [illegible] "**To Empower or Not to Empower Your Sales Force? An Empirical Examination of the Influence of Leadership Empowerment Behavior on Customer Satisfaction and Performance**" [illegible]

(864) (321)

"**Employee Perceptions of** (Greasley, 2005)

Empowerment"

(16)

3.2

[illegible]

[illegible]

[illegible] .3

[illegible]

:[illegible] .3

[illegible] (832) [illegible] (2007 [illegible]).

:[illegible] 3 .3

[illegible] (%40) [illegible] (333) [illegible] (%85.9) [illegible] (286) [illegible] (14) [illegible] (272) [illegible] (%81.7) [illegible].

(1) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]
%58.5	159	[illegible]	[illegible]
%26.1	71	[illegible]	
%8.8	24	[illegible]	
%6.6	18	[illegible]	
%42.3	115	[illegible] 5	[illegible]
%32	87	[illegible] 10-6	
%11	30	[illegible] 15-11	
%14.7	40	[illegible] 16	
%9.2	25	[illegible]	[illegible]
%5.1	14	[illegible]	
%11	30	[illegible]	
%74.6	203	[illegible]	
%2.2	6	[illegible] 20	[illegible]
%67.6	184	[illegible] 35-21	
%17.6	48	[illegible] 40-36	
%12.5	34	[illegible] 41	

[illegible] (1) [illegible] (%58.5) [illegible] (%26.1) [illegible] (%8.8) [illegible] .(%6.6)

[illegible]

[illegible] 5 [illegible] 10-6 [illegible] (%32) [illegible] (%42.3)

[illegible] 16 [illegible] (%14.7) [illegible]
[illegible] 15-11 [illegible]
.(%11)

[illegible]
[illegible]
[illegible]
.[illegible]

[illegible]
[illegible] (%11) [illegible] (%74.6)
[illegible] (%9.2) [illegible]
.(%5.1) [illegible]

[illegible]
[illegible] (%67.6) [illegible] (35-21)
41 [illegible] (%17.6) [illegible] (40-36)
20 [illegible] (%12.5) [illegible]
.(%2.2) [illegible]

[illegible]
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.[illegible]

4.3 [illegible]:

[illegible]
[illegible]
[illegible] (2007) [illegible] (2006) [illegible]
[illegible] (2007) [illegible]
[illegible] (2005) [illegible] (2003) [illegible] (2006)

[illegible]

[illegible]

[illegible]

[illegible] Likert [illegible] Scale [illegible] 5) [illegible] 4) [illegible] 3) [illegible] 2) [illegible] 1) [illegible].

[illegible]

1 - [illegible] (30 - 1) [illegible]

[illegible] (5 - 1) [illegible].

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[illegible] (18 - 13) [illegible].

[illegible] (23 - 19) [illegible].

[illegible] (30 - 24) [illegible].

2 - [illegible] (64- 31) [illegible]

[illegible] (36 - 31) [illegible].

[illegible] (37 - 41) [illegible].

[illegible] (42 - 46) [illegible].

[illegible] (47 - 51) [illegible].

[illegible] (52 - 56) [illegible].

[illegible] (57 - 60) [illegible].

[illegible] (61 - 64) [illegible].

3. 5 [illegible]:

[illegible]

[illegible]:

3.5.1 [illegible]:

[illegible] (65) [illegible]

[illegible]

[illegible]

[illegible]

[illegible].

3.5.2 [illegible]:

[illegible]

[illegible] (Allen & Yen, 1979) [illegible] (0.3) [illegible]

[illegible]

[illegible] (2) [illegible].

(2) [illegible]

[illegible]

[illegible]	[illegible]
[illegible]	
0.54	1
0.67	2
0.44	3
0.70	4
0.75	5
[illegible]	
0.46	6
0.48	7
0.57	8
0.47	9
0.40	10
0.33	11
0.56	12
[illegible]	
0.46	13
0.47	14
0.58	15
0.47	16
0.43	17
0.74	18
[illegible]	
0.70	19
0.81	20
0.83	21
0.81	22
0.65	23
[illegible]	
0.72	24
0.75	25
0.77	26
0.84	27
0.84	28
0.71	29
0.68	30

[illegible] (35) [illegible] (0.3) [illegible] (40) [illegible] (0.3) [illegible] (0.16) [illegible]

[illegible] (64) [illegible] (3) [illegible]

(3) [illegible]

[illegible]

[illegible]	[illegible]
[illegible]	
0.71	31
0.60	32
0.77	33
0.84	34
0.68	35
0.77	36
[illegible]	
0.48	37
0.61	38
0.69	39
0.16	40
0.54	41
0.34	42
[illegible]	
0.72	43
0.67	44
0.81	45
0.79	46
0.53	47
[illegible]	
0.45	48
0.52	49
0.54	50
0.48	51
0.56	52
[illegible]	
0.77	53
0.82	54
0.69	55
0.54	56
0.57	57
[illegible]	
0.39	58
0.73	59
0.65	60
0.55	61
[illegible]	
0.67	62
0.58	63
0.72	64
0.37	65

3. 6 [illegible]:

[illegible] (Cronbachs' Alpha) [illegible] (4) [illegible].

(4) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]
0.82	[illegible]	[illegible]	5- 1
0.75	[illegible]		12- 6
0.78	[illegible]		18- 13
0.90	[illegible]		23- 19
0.92	[illegible]		30- 24
0.90	[illegible]	[illegible]	36- 31
0.86	[illegible]		41- 37
0.87	[illegible]		46- 42
0.74	[illegible]		51- 47
0.86	[illegible]		56- 52
0.77	[illegible]		60- 57
0.77	[illegible]		64- 61

3. 7 [illegible]:

[illegible] (SPSS) (Statistical Package for Social Science) [illegible] :-

1. [illegible] (Frequencies, Percentags) [illegible]

2. [illegible] (Means, Std. Deviation) [illegible]

3. [illegible] (Multiple Regression) [illegible]

3. [illegible]:

1. [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

- [illegible]

4. [illegible]

[illegible] (3.5) [illegible] (3.49 - 2.5) [illegible] (2.49) [illegible]

[illegible]	[illegible]
[illegible]	3.5
[illegible]	3.49 – 2.5
[illegible]	2.49 - 1

[illegible] (5) [illegible]

(5) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%83.2	0.769	4.16	[illegible]	1	1
[illegible]	%76.8	0.978	3.84	[illegible]	5	2
[illegible]	%68.2	0.796	3.41	[illegible]	2	3
[illegible]	%55	0.850	2.75	[illegible]	3	4
[illegible]	%54.2	1.213	2.71	[illegible]	4	5
[illegible]	**%67.8**	**0.655**	**3.39**	**[illegible]**		

[illegible] (3.39) [illegible] (5) [illegible] (%67.8) [illegible].

[illegible] (4.16) [illegible] (%83.2) [illegible] (3.84) [illegible] (%76.8) [illegible] (3.41) [illegible] (%68.2) [illegible] (2.75) [illegible] (%55) [illegible] (2.71) [illegible] (%54.2) [illegible].

[illegible]:

[illegible]:

[illegible] (6) [illegible].

[illegible] (6)

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	3	[illegible]	4.54	0.875	%90.8	[illegible]
2	4	[illegible]	4.32	0.948	%86.4	[illegible]
3	1	[illegible]	4.03	1.036	%80.6	[illegible]
4	5	[illegible]	4.01	1.097	%80.2	[illegible]
5	2	[illegible]	3.93	1.066	%78.6	[illegible]
		[illegible]	**4.16**	**0.769**	**%83.2**	**[illegible]**

[illegible] (6) [illegible] (4.16) [illegible] (0.769) [illegible] (%83.2) [illegible].

[illegible] (3) [illegible] (4.54) [illegible] (0.875) [illegible] (%90.8) [illegible] (4) [illegible] (4.32) [illegible] (0.948) [illegible] (%86.4) [illegible] (5) [illegible]

[illegible] (1.097) [illegible] (4.01) [illegible] (2) [illegible] (%80.2) [illegible] (3.93) [illegible] (1.066) [illegible] (%78.6).

[illegible]

[illegible] (7) [illegible]

[illegible] (7)

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%83.4	1.018	4.17	[illegible]	10	1
[illegible]	%81.6	1.238	4.08	[illegible]	11	2
[illegible]	%75.2	1.319	3.76	[illegible]	9	3
[illegible]	%64.2	1.161	3.21	[illegible]	6	4
[illegible]	%60.6	1.196	3.03	[illegible]	8	5
[illegible]	%56.2	1.343	2.81	[illegible]	7	6
[illegible]	%55.8	1.480	2.79	[illegible]	12	7
[illegible]	**%68.2**	**0.796**	**3.41**	**[illegible]**		

[illegible]

(8) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%67.2	1.326	3.36	[illegible]	15	1
[illegible]	%62.4	1.242	3.12	[illegible]	14	2
[illegible]	%60.4	1.406	3.02	[illegible]	13	3
[illegible]	%53	1.242	2.65	[illegible]	18	4
[illegible]	%47	1.126	2.35	[illegible]	16	5
[illegible]	%40.6	1.050	2.03	[illegible]	17	6
[illegible]	**%55**	**0.850**	**2.75**	**[illegible]**		

[illegible] (8) [illegible] (2.75) [illegible] (0.850) [illegible] (%55) [illegible] (18 [illegible] 13 [illegible] 4 [illegible] 15) [illegible].

[illegible] (15) [illegible] (3.36) [illegible] (1.326) [illegible] (%67.2) [illegible] (14) [illegible] (3.12) [illegible] (1.242) [illegible] (%62.4) [illegible] (16) [illegible]

[illegible] (%47) [illegible] (1.126) [illegible] (2.35) [illegible] (17) [illegible] (1.050) [illegible] (2.03) [illegible] .(%40.6)

[illegible]:

[illegible] (9) [illegible].

(9) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%58.6	1.343	2.93	[illegible]	20	1
[illegible]	%55	1.441	2.75	[illegible]	19	2
[illegible]	%53.8	1.500	2.69	[illegible]	21	3
[illegible]	%53.6	1.424	2.68	[illegible]	22	4
[illegible]	%49.6	1.424	2.48	[illegible]	23	5
[illegible]	**%54.2**	**1.213**	**2.71**	**[illegible]**		

[illegible] (9) [illegible] (1.213) [illegible] (2.71) [illegible] (%54.2) [illegible]

[illegible] (23) [illegible]
[illegible].

[illegible] (20) [illegible]
[illegible]
[illegible] (2.93) [illegible] (1.343) [illegible] (58.6%) [illegible]
[illegible] (19) [illegible]
[illegible] (2.75) [illegible]
[illegible] (22) [illegible] (55%) [illegible] (1.441) [illegible]
[illegible]
[illegible] (2.68) [illegible] (1.424) [illegible]
[illegible] (23) [illegible] (53.6%) [illegible]
[illegible]
[illegible] (2.48) [illegible] (1.424) [illegible]
(49.6%).

[illegible]:

[illegible]
[illegible] (10) [illegible].

(10) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	25	[illegible]	3.98	1.175	%79.6	[illegible]
2	29	[illegible]	3.91	1.141	%78.2	[illegible]
3	30	[illegible]	3.87	1.155	%77.4	[illegible]
4	26	[illegible]	3.83	1.218	%76.6	[illegible]
5	28	[illegible]	3.77	1.206	%75.4	[illegible]
6	24	[illegible]	3.76	1.217	%75.2	[illegible]
7	27	[illegible]	3.73	1.161	%74.6	[illegible]
		[illegible]	**3.84**	**0.978**	**%76.8**	**[illegible]**

[illegible] (10) [illegible] (3.84) [illegible] (0.978) [illegible] (%76.8) [illegible].

[illegible] (25) [illegible] (3.98) [illegible] (1.175) [illegible] (%79.6) [illegible] (29) [illegible] (3.91) [illegible] (1.141) [illegible] (%78.2) [illegible] (24) [illegible]

[illegible] (1.217) [illegible] (3.76) [illegible] (27) [illegible] (%75.2) [illegible] (1.161) [illegible] (3.73) [illegible] .(%74.6)

[illegible]

[illegible] (11) [illegible]

(11) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%77.2	0.932	3.86	[illegible]	5	1
[illegible]	%77	1.038	3.85	[illegible]	2	2
[illegible]	%75.8	0.962	3.79	[illegible]	1	3
[illegible]	%72.6	0.919	3.63	[illegible]	3	4
[illegible]	%71.6	1.033	3.58	[illegible]	7	5
[illegible]	%70.2	0.881	3.51	[illegible]	4	6
[illegible]	%66.4	0.948	3.32	[illegible]	6	7
[illegible]	**%73.4**	**0.718**	**3.67**	**[illegible]**		

[illegible] (11) [illegible]

[illegible] (3.67) [illegible] (%73.4) [illegible]

[illegible].

[illegible]

[illegible] (3.86) [illegible] (%77.2) [illegible]

[illegible] (3.85) [illegible] (%77) [illegible]

[illegible] (3.79) [illegible] (%75.8) [illegible]

[illegible] (3.63) [illegible] (%72.6) [illegible]

[illegible] (3.58) [illegible] (%71.6) [illegible]

[illegible] (3.51) [illegible]

[illegible] (%70.2) [illegible] (3.32) [illegible]

[illegible] (%66.4) [illegible]

[illegible].

[illegible]:

[illegible]:

[illegible]

[illegible] (12) [illegible].

(12) [illegible]

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%81.6	1.197	4.08	[illegible]	31	1
[illegible]	%80.2	1.157	4.01	[illegible]	35	2
[illegible]	%79.4	1.073	3.97	[illegible]	36	3
[illegible]	%74.2	1.282	3.71	[illegible]	33	4
[illegible]	%74	1.273	3.70	[illegible]	34	5
[illegible]	%65.2	1.075	3.26	[illegible]	32	6
[illegible]	**%75.8**	**0.962**	**3.79**	**[illegible]**		

[illegible] (12) [illegible] (3.79) [illegible] (%75.8) [illegible] (0.962) [illegible] (32) [illegible].

[illegible] (31) [illegible] (4.08) [illegible] (1.197) [illegible] (%81.6) [illegible] (35) [illegible] (4.01) [illegible] (1.157) [illegible] (%80.2) [illegible] (34) [illegible] (3.70) [illegible] (1.273) [illegible]

ƨǴǂƼǙƒ Ǆǭǀǔ ǀǘǀ ǀƨƒǀǙƒ ǄǗǔǜ" Ǐ ǄǕǍ ǀǔǀǗǜǙƒ (32) ǀƨǀǙƒ ǀǄǗǕǍǍ Ǚ(%65.2)

Ǐ ƨǴǕǍ ǴǀǖƨǀǀǍ (3.26) ǑǗǀƠ ƠǗ ǍǀǗǕƨǑƤǙƒ ǂǀǕǍ" ǀǀǀǙƒ ƾ ƨƠǀǍ

.(%65.2) ǂǑǀǙƒ ǴǀǑǍǍ (1.075)

:ǀǀǀǀǀǀǀǀ ǀǀǀǀǀǀǀǀ ǀǀǀǀ ǂ :ǀǀǀ

ǂǀǀ ǀǀƼǀǄǀǍǂ ǀ ǂǍǴǍǍ ǄǴǀǀǀǀǀǍ ǂǑǴǀƒ ǄǴǗ ǍǀǍ ǄǀƨƤǀ ƒ

.ǀ!ǀǀǑǑ (13) ǀǍǀƒǍ ǙǀǀƠƒ ƨǀǀǄƒǀǀƼǏ ǄǕǍǀ ǀƒǀƒ

(13) Ǆǀ ǀǍǀ

ǀǀ ǂǀ ǀǀǀ ǂǀǀ ǀǀƼǀǄǀǍǂ ǀ ǂǍǴǍǍ ǄǴǀǀǀǀǀǍ ǂǑǴǀƒ ǄǴǗ ǍǀǍ

ǀǀǀǀǂǀǀǍǀǀǀǀƠƒ ƨǀǀǄƒǀƼ

ǍǀǀǍǀ ǂǀǀǀǀ ƠǗ ǍǀǀǍǍ ǑǗǀƠƒ	ǂǑǀǀƒ ǂǑǀǙƒ	ƻ ǀǀǀǀƒ Ǐ ƨǴǍǍ	ƠǗ ǍǀǍ ǑǗǀƠƒ	ǀƨǀǙƒ	Ǆǀ ǀƨǀǙƒ	ǀǑǀǀƒ ǀǀƠ ƠǗ ǍǀǍ ǑǗǀƠƒ
ǀǀǍǍ	%80.6	1.068	4.03	ǂǀǀǀǂǀǀǀǀƒ ƨǀǀǙƒ ǀǀ ƨǀǀǀƒ ǀǑǀ ƒ	37	1
ǀǀǍǍ	%79.2	1.010	3.96	Ǒǀǀǀǀ ƾ ǄǀǄǴǀǀǂǴǀǀǀǀƒ ƠǀǏ ǄǕǍƨǀǍǀǀ ǄǀǍ ǑǄǍ	40	2
ǀǀǍǍ	%76.6	1.158	3.83	ǀǍǀƒ ǀǀǂǀǍǀǀǴǍǍƨǀǀǙƒ ǀǀǍǀ Ǐ ǄǕǍƨǀǍǀǀ ǄǀǍ ǙǀƨǀǀǙ	38	3
ǀǀǍǍ	%71.4	1.204	3.57	ǀǍǄ ǀǀǏ ǀǀǍǀǍǀǀǀǀǄǀǍǍǍǀǀ Ǐ ǄǕǍƨǀǍǀǀ ǄǀǍ ǀǀǀ ƨǀǀǄǀǄ	39	4
ǀǀǍǍ	%70.8	1.119	3.54	ǀǀǀǍǀ ƨǀǂǀǀ Ǐ ǄǕǍƨǀǍǀǀ ǄǀǍ	41	5
ǀǀǀǄǍ	**%77**	**1.038**	**3.85**	**Ǐ øøøøøǀǀ**		

ǍǀǀǀǑǀǀǀǀǙƒ ǀǍǄǍǀƒ ǑǀƼǂǀǀƠƒ ǍǀǀǍǀǍǄǏ !ǀ(13) ǀǍǀƒ ƨǑǀǑ

(3.85) ǑǗǀǀƠƒ ǀǀǀǀ ǍǀǍǀǍǀǙǀǀǀǍǀǀ ǑǀǴƒ ǄǀǍǍ ǀƨƒǍ ǑƼǀǀǀǍƒ

ǍǀǀǀǍ ǀǍǍǴǍǄ (%77) ǀǀǄǍǍǀǀǀǑǀǀǀǙ (1.038) Ǐ ƨǴǍǍ ǀǀƨǀǀǍ

.ƨǀǀǍǍǀǀǀǀǀƼǏ ǄǕǍǀǀǍǀ ǀƒǀƒ ǂǀǀ ǀǀƼǀǄǀǍǂ ǀǀǀǴ ǀƼǀƨǀǙƒ

ƨǀǀǀƒ ǀǑǀ ƒ " Ǐ ǄǕǍ ǀǔǀǗǜǙƒ (37) ǀƨǀǙƒ ǀǄǏ !ǀǀ!ǂ ǀǍǀƒ ƨǑǀǑǴǀ

ǑǗǀǀƠƒ ǴǀǀǀǍǀǍǀǍǀǙ !ǍǙƒ ǂǀǍǍǀǀǄǴ Ǚǂǀǀǀǂǀǀǀǀƒ ƨǀǀǙƒ ǀǀ

ǀƨǀǀǙƒ ǀǄǴǀǍǙ(%80.6) ǂǑǀǙƒ ǴǀǑǍǍ (1.068) Ǐ ƨǴǍǍ ǴǀƨǀǀǍ (4.03)

[illegible] (40) [illegible] (3.96) [illegible] (1.010) [illegible] (%79.2) [illegible] (39) [illegible] (3.57) [illegible] (1.119) [illegible] (%71.4) [illegible] (41) [illegible] (3.54) [illegible] (1.119) [illegible] (%70.8).

[illegible]:

[illegible] (14) [illegible].

(14) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
1	46	[illegible]	3.94	1.130	%78.8	[illegible]
2	45	[illegible]	3.76	1.024	%75.2	[illegible]
3	42	[illegible]	3.69	1.137	%73.8	[illegible]
4	44	[illegible]	3.51	1.230	%70.2	[illegible]
5	43	[illegible]	3.26	1.123	%65.2	[illegible]
		[illegible]	**3.63**	**0.919**	**%72.6**	**[illegible]**

(15) [illegible]

[illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%75.6	1.375	3.78	[illegible]	51	1
[illegible]	%73.6	1.089	3.68	[illegible]	50	2
[illegible]	%72	1.168	3.60	[illegible]	47	3
[illegible]	%70.8	1.129	3.54	[illegible]	48	4
[illegible]	%59	1.466	2.95	[illegible]	49	5
[illegible]	**%70.2**	**0.881**	**3.51**	**[illegible]**		

[illegible] (15) [illegible] (3.51) [illegible] (%70.2) [illegible] (0.881) [illegible] (49) [illegible].

[illegible] (51) [illegible] (3.78) [illegible] (1.375) [illegible] (%75.6) [illegible] (50) [illegible] (3.68) [illegible] (1.089) [illegible] (%73.6) [illegible] (48) [illegible] (3.54) [illegible] (1.129) [illegible] (%70.8) [illegible] (49) [illegible]

[illegible] (2.95) [illegible]
[illegible] (1.466) [illegible] (%59).

[illegible]:

[illegible]
[illegible] (16) [illegible].

[illegible] (16)

[illegible]
[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%83	1.025	4.15	[illegible]	54	1
[illegible]	%80	1.222	4.00	[illegible]	53	2
[illegible]	%76.6	1.281	3.83	[illegible]	52	3
[illegible]	%75.4	1.117	3.77	[illegible]	55	4
[illegible]	%71.2	1.167	3.56	[illegible]	56	5
[illegible]	**%77.2**	**0.932**	**3.86**	**[illegible]**		

[illegible] (16) [illegible]
(3.86) [illegible]
[illegible] (%77.2) [illegible] (0.932) [illegible]
[illegible].
[illegible] (54) [illegible]
[illegible]
[illegible] (1.025) [illegible] (4.15) [illegible]
[illegible] (53) [illegible] (%83)

[illegible] (4.00) [illegible] (1.222) [illegible] (%80) [illegible] (55) [illegible]

[illegible] (1.117) [illegible] (3.77) [illegible] (%75.4) [illegible] (56) [illegible]

[illegible] (3.56) [illegible] (1.167) [illegible] (%71.2).

[illegible]:

[illegible] (17) [illegible].

[illegible] (17)

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%70.6	1.265	3.53	[illegible]	57	1
[illegible]	%66.6	1.272	3.33	[illegible]	60	2
[illegible]	%64.6	1.076	3.23	[illegible]	59	3
[illegible]	%63.4	1.302	3.17	[illegible]	58	4
[illegible]	**%66**	**0.948**	**3.32**	**[illegible]**		

[illegible] (17) [illegible] (3.32) [illegible] (0.948) [illegible] (%66) [illegible]

[illegible] (57) [illegible]
[illegible].

[illegible] (57) [illegible] (1.265) [illegible] (3.53) [illegible] (60) [illegible] (%70.6) (3.33) [illegible] (1.272) [illegible] (59) [illegible] (%66.6) [illegible] (3.23) [illegible] (58) [illegible] (%64.6) [illegible] (1.076) [illegible] (3.17) [illegible] (1.302) [illegible] (%63.4).

[illegible]:

[illegible] (18) [illegible].

(18) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	%78.4	1.088	3.92	[illegible]	61	1
[illegible]	%74.2	1.453	3.71	[illegible]	64	2
[illegible]	%68.8	1.447	3.44	[illegible]	63	3
[illegible]	%65.4	1.358	3.27	[illegible]	62	4
[illegible]	%71.6	1.033	3.58	[illegible]		

(18)

(%71.6) (1.033) (3.58)

(61)

(64

(61)

(%78.4) (1.088) (3.92)

(64)

(3.71)

(63) (%74.2) (1.453)

(1.447) (3.44)

(62) (%68.8)

(3.27)

.(%65.4) (1.358)

.4

(0.05≥α)

(Analysis of Variance)

(19) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible]

F [illegible]	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	41.979	12.313	5	61.565	[illegible]
		0.293	266	78.021	[illegible]
			271	139.586	[illegible]

[illegible] (0.05=α) [illegible]*

0.664 =(R) [illegible]

0.431 =(R^2) [illegible]

2.21 =(266 [illegible]) [illegible] (0.05=α) [illegible] (F) [illegible]

[illegible] (19) [illegible] (41.979) [illegible] (F) [illegible] (266 [illegible]) [illegible] (0.05=α) [illegible] (2.21) [illegible] %43.1) [illegible].

(20) [illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
*0.026	2.232	0.141	0.059	0.132	[illegible]
0.084	1.734	0.096	0.050	0.086	[illegible]
*0.029	2.201	0.133	0.051	0.112	[illegible]
*0.001	3.348	0.205	0.036	0.121	[illegible]
*0.000	5.170	0.386	0.055	0.283	[illegible]

*[illegible] (0.05=α)

[illegible] (T) [illegible] (0.05=α) = 1.96

[illegible] (20) [illegible] (Beta) [illegible] (t) [illegible] (0.386 [illegible] 0.205 [illegible] 0.133 [illegible] 0.141) [illegible] (Beta) [illegible] (t) [illegible] (1.96) [illegible] .(0.05 =α)

[illegible] (Beta) [illegible] (0.096) [illegible] (t) [illegible] (1.734) [illegible] (1.96) [illegible] .(0.05 =α)

[illegible]:

1. [illegible]

2. [illegible]

[illegible] (21)

[illegible] "Stepwise Multiple Regression" [illegible]

[illegible] F	[illegible] F	R^2 [illegible]	[illegible]
*0.000	176.003	0.395	[illegible]
*0.000	96.036	0.417	[illegible]
*0.000	67.136	0.429	[illegible]

[illegible] (0.05=α) [illegible]*

[illegible].

[illegible] (21) [illegible] (%39.5) [illegible]

[illegible] (41.7%) [illegible]
[illegible] (42.9%) [illegible]
[illegible]
[illegible]
[illegible].

[illegible] (0.05≥α) [illegible].

[illegible] (Analysis of Variance) [illegible].

(22) [illegible]

[illegible] (Analysis of Variance) [illegible]

Sig F [illegible]	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	104.312	33.232	5	166.159	[illegible]
		0.319	266	84.743	[illegible]
			271	250.902	[illegible]

*[illegible] (0.05=α)
[illegible] (R) = 0.814
[illegible] (R^2) = 0.656
[illegible] (F) [illegible] (0.05=α) [illegible] (266 [illegible]) = 2.21

[illegible] (22) [illegible]
[illegible] (F) [illegible] (104.312) [illegible]
[illegible] (2.21) [illegible] (0.05=α) [illegible] (266 [illegible])

[illegible] (%65.6) [illegible]

[illegible]

[illegible]

[illegible].

(23) [illegible]

[illegible]

[illegible]	t [illegible]	Beta	[illegible]	B	[illegible]
*0.000	4.022	0.198	0.062	0.248	[illegible]
*0.000	3.797	0.164	0.052	0.198	[illegible]
0.063	1.869	0.088	0.053	0.099	[illegible]
*0.000	5.543	0.264	0.038	0.209	[illegible]
*0.000	8.569	0.497	0.057	0.489	[illegible]

(0.05=α) [illegible]*

1.96 =(0.05=α) [illegible] (T) [illegible]

[illegible] (23) [illegible] (Beta) [illegible] (t) [illegible] (0.297 [illegible] 0.264 [illegible] 0.164 [illegible] 0.198) [illegible] (Beta) [illegible] (1.96) [illegible] (t) [illegible] =α) [illegible] .(0.05

[illegible] (Beta) [illegible] (0.088) [illegible] (t) [illegible]

[illegible] (1.96) [illegible] (1.869) [illegible]
.(0.05 =α)

[illegible]:

1. [illegible]

2. [illegible]

[illegible] (24)

[illegible] "Stepwise Multiple Regression" [illegible]

[illegible] F	[illegible] F	[illegible] R^2	[illegible]
*0.000	400.934	0.598	[illegible]
*0.000	218.576	0.619	[illegible]
*0.000	161.435	0.644	[illegible]
*0.000	128.318	0.658	[illegible]

*[illegible] (0.05=α)
.[illegible]

[illegible]
[illegible] (24) [illegible]

[illegible] (59.8%) [illegible]

[illegible] (61.9%) [illegible]

[illegible] (64.4%) [illegible] (65.8%) [illegible]

[illegible] (0.05≥α) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] (25)

[illegible] (Analysis of Variance) [illegible]

[illegible]	[illegible]	[illegible]	[illegible]	F [illegible]	[illegible] F
[illegible]	106.713	5	21.343	30.677	*0.000
[illegible]	185.061	266	0.696		
[illegible]	291.775	271			

*[illegible] (0.05=α)

[illegible] (R) = 0.605

[illegible] (R^2) = 0.354

[illegible] (F) [illegible] (0.05=α) [illegible] (266 ,5) = 2.21

[illegible] (25) [illegible] (30.677) [illegible] (F) [illegible] (2.21) [illegible] (0.05=α) [illegible] (266 [illegible]) [illegible] (35.4%) [illegible]

(26) [illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
0.621	0.495	0.033	0.091	0.045	[illegible]
0.577	0.558	0.033	0.077	0.043	[illegible]
0.394	0.854	0.055	0.078	0.067	[illegible]
0.315	1.006	0.066	0.056	0.056	[illegible]
*0.000	6.911	0.549	0.084	0.582	[illegible]

*[illegible] (0.05=α)

[illegible] (T) [illegible] (0.05=α) = 1.96

[illegible] (26) [illegible] (Beta) [illegible] (t) [illegible] (Beta) (0.549) [illegible] (t) [illegible] (1.96) [illegible] (0.05 =α).

[illegible]

[illegible] (0.066 [illegible] 0.055 [illegible] 0.033 [illegible] 0.033) [illegible] (Beta) [illegible]

[illegible] (1.006 [illegible] 0.854 [illegible] 0.558 [illegible] 0.495) [illegible] (t) [illegible]

[illegible] (1.96) [illegible] (0.05 = α).

[illegible]:

1. [illegible]

2. [illegible]

"Stepwise Multiple Regression" [illegible] (28) [illegible]

[illegible] (0.05≥α) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible].

(27) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	51.155	22.445	5	112.227	[illegible]
		0.439	266	116.714	[illegible]
			271	228.941	[illegible]

(0.05=α) [illegible]*

0.700 =(R) [illegible]

0.481 =(R^2) [illegible]

2.21 =(266 ,5) [illegible] (0.05=α) [illegible] (F) [illegible]

[illegible] (27) [illegible] (51.155) [illegible] (F) [illegible] (266 ,5) [illegible] (0.05=α) [illegible] (2.21) [illegible] (%48.1) [illegible].

(28) [illegible]

[illegible]

[illegible]	t [illegible]	Beta	[illegible]	B	[illegible]
*0.000	3.656	0.221	0.072	0.265	[illegible]
*0.000	5.705	0.303	0.061	0.350	[illegible]
*0.000	4.591	0.264	0.062	0.286	[illegible]
*0.001	3.336	0.195	0.044	0.148	[illegible]
*0.000	4.220	0.301	0.067	0.282	[illegible]

(0.05=α) [illegible] *

1.96 =(0.05=α) [illegible] (T) [illegible]

[illegible] (28) [illegible] (t) [illegible] (Beta) [illegible] 0.264 [illegible] 0.303 [illegible] 0.221) [illegible] (Beta) [illegible] (1.96) [illegible] (t) [illegible] (0.301 [illegible] 0.195 [illegible] .(0.05 =α) [illegible]

[illegible]

(29) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]

[illegible]

[illegible]

[illegible] F	F [illegible]	R^2 [illegible]	[illegible]
*0.000	161.240	0.374	[illegible]
*0.000	88.891	0.398	[illegible]
*0.000	64.667	0.420	[illegible]
*0.000	58.925	0.469	[illegible]
*0.000	51.155	0.490	[illegible]

(0.05=α) [illegible]*

[illegible] (29) [illegible] (%37.4) [illegible] (%39.8) [illegible] (%42) [illegible] (%46.9) [illegible] (%49) [illegible].

[illegible] (0.05≥α) [illegible]

[illegible]

[illegible] (Analysis of Variance) [illegible]

(30) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	15.503	9.483	5	47.415	[illegible]
		0.612	266	162.712	[illegible]
			271	210.127	[illegible]

*[illegible] (0.05=α)

[illegible] (R) = 0.475

[illegible] (R^2) = 0.211

[illegible] (F) [illegible] (0.05=α) [illegible] (266 [illegible]) = 2.21

[illegible] (30) [illegible] (F) [illegible] (15.503) [illegible] (2.21) [illegible] (0.05=α) [illegible] (266 [illegible]) [illegible] (%21.1) [illegible]

(31) [illegible]

[illegible]

[illegible]	t [illegible]	Beta	[illegible]	B	[illegible]
0.131	1.515	0.113	0.085	0.130	[illegible]
0.963	0.046	0.003	0.072	0.033	[illegible]
0.116	1.578	0.112	0.074	0.116	[illegible]
*0.002	3.195	0.230	0.052	0.167	[illegible]
*0.001	3.377	0.297	0.079	0.267	[illegible]

(0.05=α) [illegible]*

1.96 =(0.05=α) [illegible] (T) [illegible]

[illegible] (31) [illegible] (t) [illegible] (Beta) [illegible] (Beta) [illegible] (t) [illegible] (0.297 [illegible] 0.230) [illegible] (1.96) [illegible] .(0.05 =α)

[illegible] (Beta) [illegible] (0.112 [illegible] 0.003 [illegible] 0.113) [illegible] (t) [illegible] (1.578 [illegible] 0.046 [illegible] 1.515) [illegible] (1.96) [illegible] .(0.05 =α)

[illegible]

1. [illegible]

2. [illegible]

(32) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]

[illegible] F	[illegible] F	R^2 [illegible]	[illegible]
*0.000	63.970	0.192	[illegible]
*0.000	35.815	0.210	[illegible]

(0.05=α) [illegible] *

[illegible]

[illegible] (32) [illegible] (%19.2) [illegible] (%21) [illegible]

[illegible]

[illegible]

[illegible]

[illegible] (0.05≥α) [illegible]

[illegible] (Analysis of Variance) [illegible]

(33) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	5.256	4.232	5	21.158	[illegible]
		0.805	266	214.140	[illegible]
			271	235.297	[illegible]

*[illegible] (0.05=α)

0.300 =(R) [illegible]

0.073 =(R^2) [illegible]

2.21 =(266 ,5) [illegible] (0.05=α) [illegible] (F) [illegible]

[illegible] (33) [illegible] (5.256) [illegible] (F) [illegible] (2.21) [illegible] (0.05=α) [illegible] (266 ,5) [illegible]

[illegible] (7.3%) [illegible]
[illegible]
[illegible].

(34) [illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
0.419	0.809	0.065	0.098	0.079	[illegible]
0.739	0.333	0.024	0.083	0.079	[illegible]
0.384	0.872	0.067	0.084	0.073	[illegible]
0.216	1.239	0.097	0.060	0.074	[illegible]
*0.000	4.632	0.271	0.056	0.258	[illegible]

*[illegible] (α=0.05)
[illegible] (T) [illegible] (α=0.05) = 1.96

[illegible] (34) [illegible] (t) [illegible] (Beta) [illegible] (t) [illegible] (0.271) [illegible] (Beta) [illegible] (1.96) [illegible] (α= 0.05).

[illegible] (Beta) [illegible] (0.065 [illegible] 0.024 [illegible] 0.067 [illegible] 0.097) [illegible] (t) [illegible] (0.809 [illegible] 0.333 [illegible] 0.672 [illegible] 1.239) [illegible] (1.96) [illegible] (α= 0.05).

[illegible]:

1. [illegible]

2. [illegible]

"Stepwise Multiple Regression" [illegible] (34) [illegible].

[illegible] (0.05≥α) [illegible]

[illegible] (Analysis of Variance) [illegible]

(35) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	6.384	5.216	5	26.081	[illegible]
		0.817	266	217.324	[illegible]
			271	243.404	[illegible]

*[illegible] (0.05=α)

0.327 =(R) [illegible]

0.090 =(R^2) [illegible]

2.21 =(266 ،5) [illegible] (0.05=α) [illegible] (F) [illegible]

[illegible] (35) [illegible] (6.384) [illegible] (F) [illegible] (2.21) [illegible] (0.05=α) [illegible] (266 ،5) [illegible] (%9) [illegible]

(36) [illegible]

[illegible]

[illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
0.514	0.653	0.052	0.099	0.064	[illegible]
*0.045	1.989	0.143	0.084	0.158	[illegible]
0.091	1.699	0.129	0.085	0.144	[illegible]
*0.020	2.335	0.181	0.061	0.141	[illegible]
0.345	0.947	0.089	0.091	0.086	[illegible]

*[illegible] (0.05=α)

[illegible] (T) [illegible] (0.05=α) = 1.96

[illegible] (36) [illegible] (Beta) [illegible] (t) [illegible] (0.143 [illegible] (Beta) [illegible] (0.181 [illegible] (t) [illegible] (1.96) [illegible] (0.05 =α).

[illegible] (Beta) [illegible] (0.052 [illegible] 0.129 [illegible] 0.089) [illegible] (t) [illegible] (0.653 [illegible] 0.699 [illegible] 0.947) [illegible] (1.96) [illegible] (0.05 =α).

[illegible]

1. [illegible]

2. [illegible]

(37) [illegible]

[illegible] "Stepwise Multiple Regression" [illegible]

[illegible] F	F [illegible]	R^2 [illegible]	[illegible]
*0.000	20.262	0.070	[illegible]
*0.000	14.203	0.096	[illegible]

* [illegible] (0.05=α)

[illegible]

[illegible] (37) [illegible] (%7) [illegible] (%9.6) [illegible]

[illegible]

[illegible]

.([illegible])

[illegible] $(0.05 \geq \alpha)$ [illegible]

[illegible]

[illegible] (Analysis of Variance) [illegible]

.[illegible]

(38) [illegible]

[illegible] (Analysis of Variance) [illegible]

[illegible] F	F [illegible]	[illegible]	[illegible]	[illegible]	[illegible]
*0.000	8.444	7.923	5	39.613	[illegible]
		0.938	266	249.567	[illegible]
			271	289.180	[illegible]

$(0.05=\alpha)$ [illegible]*

0.370 =(R) [illegible]

0.121 $=(R^2)$ [illegible]

2.21 =(266 [illegible]) [illegible] $(0.05=\alpha)$ [illegible] (F) [illegible]

[illegible] (38) [illegible] (8.444) [illegible] (F) [illegible] (2.21) [illegible] $(0.05=\alpha)$ [illegible] (266 [illegible]) [illegible]

[illegible] (%12.1) [illegible]

[illegible]

.(2 [illegible]) [illegible]

(39) [illegible]

[illegible]

[illegible]

[illegible]

[illegible] t	t [illegible]	Beta	[illegible]	B	[illegible]
0.067	1.841	0.145	0.106	0.195	[illegible]
*0.002	3.110	0.215	0.090	0.279	[illegible]
*0.002	3.105	0.233	0.091	0.283	[illegible]
0.586	0.546	0.042	0.065	0.035	[illegible]
0.312	1.014	0.094	0.098	0.099	[illegible]

*[illegible] (0.05=α)

[illegible] (T) [illegible] (0.05=α) = 1.96

[illegible] (39) [illegible]

[illegible] (t) [illegible] (Beta)

(Beta) [illegible]

[illegible] (t) [illegible] (0.233 [illegible] 0.215) [illegible]

.(0.05 =α) [illegible] (1.96) [illegible]

[illegible]

[illegible]

[illegible] (t) [illegible] (0.094 [illegible] 0.042 [illegible] 0.145) [illegible] (Beta) [illegible]

(1.96) [illegible] (1.014 [illegible] 0.546 [illegible] 1.841) [illegible]

.(0.05 =α) [illegible]

1.

2.

(40)

"Stepwise Multiple Regression"

F	F	R^2	
*0.000	10.533	0.105	
*0.000	13.294	0.130	

(0.05=α) *

(40) (%10.5) (%13)

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17. (26)

18. (28)

19. (31)

20. (34)

3.5

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